

MILESTONE

*Providing Stepping Stones
Along the Path to Success*



A WOMAN-OWNED
SMALL BUSINESS

SERVANT
LEADERSHIP
PRINCIPLES

A servant leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the exercise of power by one at the top of the pyramid, a servant leader shares power, puts the needs of others first, and helps develop and perform as highly as possible.

In his book *Serve to Lead*, James Strock suggests 10 principles for servant leadership.

Everybody can lead, because everybody can serve - When service is the basis of leadership, anyone can be a leader. A critical mission for organizations is to continually develop the leadership capabilities of their employees.

The most valuable resource of any enterprise is its people - Effective management is based on recognition of the value of human capital. A leader's top priority is to serve the people who create this value. Leadership relationships are from the bottom-up rather than the top-down. Working together as equals is the primary working relationship.

We are in transition from a transaction-based world to a relationship-based world - When your self-interest aligns with serving others, relationships lean toward cooperation and collaboration. Any interaction can be transformed into a relationship.

Leadership is a relationship between empowered consenting adults - The combination of empowerment and accountability enables people to have meaningful consent in their leadership relationships. Consent must be earned on an ongoing basis and excludes power based on coercive means.

Leadership is a dynamic relationship - Leadership is becoming an open source project where many people and organizations can apply their views and values. Those being served increasingly have the power not only to define or expand the project, but to terminate it.

There is no universal leadership style - A style serving people well in one time and place may not work in another time and place. The appropriate leadership approach is the one that enables you to serve most effectively in the present circumstances.

Leadership roles are converging - Leadership is not based on expertise or experience specific to one industry or situation. Many organizations are crossing boundaries to serve in new ways which results from the transparency and accountability made possible by the information revolution.

A leader's task is to imagine and advance a vision - Casting and advancing a vision is about change, growth, innovation, and adaptation. Effective leadership promotes new, creative, unexpected associations of ideas and individuals within a vision.

Love is the highest level of leadership relationship - This includes the relationship between leaders and those they serve. Love in action is service.

Character is a competitive advantage - Acting ethically creates sustainable value. Doing the right thing is a competitive plus.

Join Dr. Mathis on Friday, March 19 for our free *Project Stakeholder* webinar. During this 1-hour webinar, participants will identify the stakeholder management processes and explore engagement techniques for building long term relationships. If you cannot attend, a replay link will be sent out after the webinar. To register, go to www.themathisgroup.com/webinars.

UPCOMING FREE WEBINAR

PROJECT STAKEHOLDERS

FRIDAY, MARCH 19
10:00 - 11:00 AM CST
1 PDU

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OF THIS COURSE

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